

**MODEL PENINGKATAN KINERJA INDIVIDU BIDANG  
TEKNOLOGI INFORMASI MELALUI SHADOW  
INFORMATION TECHNOLOGY PADA PERGURUAN  
TINGGI NEGERI BADAN HUKUM  
DI INDONESIA**

**DISERTASI**

**Diajukan Untuk Memenuhi Sebagian Syarat Untuk Memperoleh  
Gelar Doktor Pada Program Studi Doktor Manajemen  
Konsentrasi Sistem Informasi**



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PADA PERGURUAN TINGGI NEGERI BADAN HUKUM  
DI INDONESIA**

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**LEMBAR PENGESAHAN**

**MODEL PENINGKATAN KINERJA INDIVIDU BIDANG TEKNOLOGI  
INFORMASI MELALUI *SHADOW INFORMATION TECHNOLOGY*  
PADA PERGURUAN TINGGI NEGERI BADAN HUKUM  
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## ABSTRAK

Nurfitriansyah, NIM 1907276. **Model Peningkatan Kinerja Individu Bidang Teknologi Informasi melalui *Shadow Information Technology* pada Perguruan Tinggi Negeri Badan Hukum Di Indonesia**

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Kinerja Individu (KI) pada Perguruan Tinggi Badan Hukum (PTN BH) belum menunjukkan kontribusi yang optimal terhadap kinerja PTN BH dalam mencapai tujuannya sebagai Perguruan tinggi *World Class Univeristy* (WCU). Penelitian ini mengembangkan model peningkatan kinerja individu melalui penggunaan *Shadow Information Technology* (SIT) melalui tiga karakteristik yaitu *task identity* dan *autonomy* serta *Individual IT Experience*. Tujuan penelitian ini adalah mengembangkan model peningkatan kinerja individu melalui penggunaan SIT. Sekaligus menguji pengaruh *individual IT experience*, *task identity* dan *autonomy* serta penggunaan SIT terhadap kinerja individu. Metode penelitian ini bersifat kuantitatif dan responden penelitian ini adalah pegawai PTN BH yang bekerja dibidang teknologi informasi. Teknik pengambilan sampel menggunakan *non probability sampling* dengan metode *convenience sampling*. sejumlah 293 sampel, responden merupakan pegawai PTN BH bidang TI. Metode penelitian yang digunakan adalah survey deskriptif dan verifikatif. Teknik analisis data dalam penelitian ini menggunakan model persamaan struktural (SEM) dengan *Partial Least Square* (PLS). Temuan penelitian menunjukkan bahwa pada tingkat signifikansi 95%, *individual IT experience* memberikan pengaruh secara positif terhadap *task identity*, penggunaan SIT dan *autonomy*, demikian juga *task identity* dan *autonomy* memberikan pengaruh positif terhadap penggunaan SIT, dan penggunaan SIT memberikan pengaruh positif terhadap Kinerja individu. Penelitian ini juga menemukan bahwa penggunaan SIT dapat memediasi *task identity*, *autonomy*, *Individual IT Experience* dan Kinerja Individu. *Task Identity* dan *autonomy* dapat memediasi *Individual IT Experience* dan Kinerja Individu. Hasil penelitian Penelitian ini menghasilkan *novelty* yaitu model peningkatan kinerja pegawai bidang TI melalui penggunaan SIT dan memberikan kerangka konseptual yang diharapkan dapat memberikan pemahaman yang lebih baik mengenai *individual IT experience*, *task identity* dan *autonomy* pada penggunaan SIT yang berdampak pada peningkatan kinerja individu.

Kata Kunci : *Individual IT Experience*, *Task Identity*, *Autonomy*, *Shadow IT*, *Kinerja Individual*, PTN BH.

## ABSTRACT

Nurfitriansyah, 1907276. **MODEL OF IMPROVING INDIVIDUAL PERFORMANCE IN THE FIELD OF INFORMATION TECHNOLOGY THROUGH SHADOW INFORMATION TECHNOLOGY IN STATE UNIVERSITIES OF LEGAL ENTITIES IN INDONESIA**

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The contribution of Individual Performance to Legal Entity Universities' (PTN BH) efforts to attain the status of a World Class University (WCU) has not been optimal. This study presents a conceptual framework that proposes a method for enhancing individual performance via shadow information technology (SIT) by considering three key attributes: task identity and autonomy, individual IT experience. Developing a paradigm for enhancing individual performance via SIT is the objective of this study. Concurrently examining the impact of task identity, autonomy, and individual IT experience, in addition to the utilization of SIT, on individual performance. The respondents of this quantitative study are personnel of PTN BH who are engaged in the domain of information technology. The sampling approach combines convenience sampling with non-probability sampling. Respondents comprised a total of 293 samples and were IT sector employees of PTN BH. The method of investigation employed is a verification and descriptive survey. This research employs structural equation modeling (SEM) in conjunction with partial least square (PLS) as its data analysis method. The results of the study indicate that individual IT experience positively impacts task identity, SIT use, and autonomy at a significance level of 95%. Furthermore, both task identity and autonomy positively impact SIT use, and SIT use positively impacts individual performance. Additionally, the utilization of SIT was discovered to mediate the relationship between individual IT experience, task identity, autonomy, and individual performance. Autonomy and task identity may serve as mediators between individual IT experience and performance. A novel model for enhancing employee performance in the IT industry via the implementation of SIT is the outcome of this research. Additionally, a conceptual framework is presented that is anticipated to facilitate a deeper comprehension of the relationship between individual IT experience, task identity, and autonomy in the utilization of SIT, all of which contribute to the improvement of individual performance.

*Keywords: Individual IT Experience, Task Identity, Autonomy, Shadow IT, Individual Performance, Legal Entity State University*

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## **DAFTAR LAMPIRAN**

**Lampiran 1. Hasil Pengujian Reliabilitas Instrumen**

**Lampiran 2. Hasil Pengujian Validitas Instrumen**

**Lampiran 3. Kuesioner Penelitian**

**Lampiran 4. Data Responden**

